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ADVANCEMENT OF WOMEN

Proposed system-wide medium-term plan for the advancement of women for the period 1996-2001

Note by the Secretariat

SUMMARY

In its resolution 1988/59, the Economic and Social Council requested the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, to initiate the formulation of a system-wide medium-term plan for the advancement of women for the period 1996-2001. The plan was to be a form of indicative operational planning, defining ways in which the goals set by the Nairobi Forward-looking Strategies for the Advancement of Women might be met and reflecting new priorities arising from the second review and appraisal of the achievement of the objectives set out in the Strategies. It would be reviewed once a platform of action was adopted by the Fourth World Conference on Women: Action for Equality, Development and Peace, in 1995.

The present document provides background information on the drafting of the proposed plan; the proposed plan itself is contained in the annex. It is composed of 26 subprogrammes, organized into seven programme areas and three parts, the first describing strategies in terms of substantive areas, the second focusing on the means of improving international action and the third seeking to synthesize and coordinate the specific activities of the plan, with particular reference to women in development and the strengthening of national machineries for the advancement of women.

The proposed plan was reviewed by the Commission on the Status of Women at its thirty-third session and by the Ad Hoc Inter-Agency Meeting on Women in March 1993. Their comments have been incorporated in the text of the proposed plan.

* E/1993/100.

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BACKGROUND

1. By its resolution 1988/59, the Economic and Social Council requested the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination (ACC), to initiate the formulation of a system-wide medium-term plan for the advancement of women for the period 1996-2001. It would cover the final five years of the period designated for the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. 1/ The plan should be directed towards the objectives of equality, development and peace, taking into account the priorities recommended by the Economic and Social Council, the provisions of the Strategies, and the views and decisions of the governing bodies of the organizations of the United Nations system, including the regional commissions, on its content. Experience gained in developing the system-wide medium-term plan for women and development for 1990-1995 should be drawn upon.

2. By its resolution 1989/105, the Economic and Social Council requested the Secretary-General to pay particular attention, in formulating the plan, to the strengthening of national machinery for the advancement of women and to specific sectoral themes that cut across the three objectives - equality, development and peace - of the Forward-looking Strategies, such as literacy, education, population, health and the full participation of women in decision-making. The sectoral theme of the impact of technology on the environment and its effect on women should also be given attention.

3. The Nairobi Forward-looking Strategies for the Advancement of Women provide a practical and effective guide for global action on a long-term basis. In strategic planning terms, the objective of achieving equality for men and women by the year 2000, as defined in the Strategies, is still valid. The Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995, will update this strategic planning when it adopts its platform of action. The system-wide medium-term plan for the advancement of women for 1996-2001 should be a form of operational planning, defining ways in which the goals set by the Strategies might be achieved and brought up to date. Since the outcome of the Fourth World Conference, including the platform of action to be adopted, cannot, at present, be anticipated, the plan can be implemented only through operational or short-range planning, until objectives, programme plans and budgets are developed by the United Nations system in response to the recommendations of the Conference.

4. In 1990 the first review and appraisal of the achievement of the objectives of the Strategies (Council resolution 1990/15, annex) concluded that the pace of implementation had been insufficient. In 1995, the Fourth World Conference on Women will examine the second review and appraisal and propose the most effective means of removing remaining obstacles. It follows that the proposed plan should reflect the priorities, in terms of specific objectives, that arise from the second review and appraisal and from the expected platform of action to be adopted by the Fourth World Conference.

5. The Commission on the Status of Women, having considered the preliminary system-wide medium-term plan (E/CN.6/1993/9) at its thirty-seventh session, in March 1993, decided that the plan should continue to focus on equality, development and peace and that the elements outlined in paragraph 3 of its

resolution 35/4 2/ should be taken up in a more substantive manner. In other comments, the Commission called for the following:

(a) Giving more attention to system-wide coordination, including defining parameters by which other agencies can measure the effect on their programmes of the implementation of the Forward-looking Strategies and the system-wide plan;

(b) Giving more attention to strengthening national machinery for the advancement of women;

(c) Devising strategies that go beyond research and place more emphasis on making existing research accessible to interested entities and decision makers;

(d) Making research action-oriented;

(e) Having a representative group drawn from among the national machinery examine the strategies proposed in the plan for 1996-2001 (for example, paras. 30, 48-52 and 129) for their validity;

(f) Giving more attention to the development of institutional capacity, awareness, commitment and competence;

(g) Articulating a vision and overall strategy to ensure that all entities include in their planning:

(i) Consistent application of gender-analysis methodology;

(ii) Consultation;

(iii) Participatory research;

(iv) Gender sensitization and training;

(h) Substantially reworking programmes;

(i) Setting programme objectives that make linkages between development and women's roles and rights;

(j) Giving more attention to the lack of economic recognition of women's work;

(k) Focusing more strongly on the impact of micro- and macroeconomic reform on women;

(l) Giving more attention to the needs of indigenous women, ageing women and women with disabilities;

(m) Giving more appropriate coverage of population and reproductive health issues;

(n) Giving more attention in programme 1 to the elimination of gender bias in the application of the law;

(o) Giving more attention to the alleviation of poverty;

(p) Giving more attention to civil and political rights;

(q) Recognizing the provisions and implications of the draft declaration on the elimination of violence against women (E/CN.6/1993/12, annex I), when it is adopted;

(r) Giving greater attention to the implications of women's involvement in the informal sector;

(s) Giving greater attention to part-time, temporary and casual work and to the need for further work on ensuring that such employment attracts equitable pay and conditions;

(t) Revising programme 2 to cater more effectively to the needs of women in developing countries.

6. The Commission also recommended that, rather than attempting to cover all of the activities of the system regarding the advancement of women, the plan should centre on activities where the interrelations between different organizations were particularly critical for success. It should emphasize the specific objectives of individual organizations that had system-wide importance, specific objectives that were common to several organizations and objectives that supported joint activities. Unlike the plan for the period 1990-1995, 3/ it would cover all aspects of the advancement of women. The objective of peace, which was not covered explicitly in the earlier plan, would be included in the new one.

7. In accordance with Economic and Social Council resolution 1989/105, the implementation of the plan for the period 1990-1995 was monitored on the basis of a cross-organizational programme analysis of the activities of the United Nations system for the advancement of women. In 1991, the Secretary-General, in his capacity as Chairman of the Administrative Committee on Coordination, submitted a report to the Committee for Programme and Coordination and the Council showing the extent to which the plan had been incorporated into the programmes and programme budgets of the organizations of the system (E/1991/16 and Corr.1).

8. The collection of information for that report gave rise to serious difficulties, as did weighing the information provided. It is accordingly suggested that the main monitoring mechanism for the new plan should be based on the extent to which the new plan is included in various medium-term plans and programme statements of individual organizations covering the period 1996-2001. In the case of the United Nations, this would apply to any revision covering 1996-1997 (the final two years of the current medium-term plan) or 1998-2001 (the first three years of the next medium-term plan).

9. The annex below contains the proposed system-wide medium-term plan for the advancement of women for the period 1996-2001. It was prepared by the Division for the Advancement of Women, acting as secretariat to the Commission on the Status of Women and as a focal point for the advancement of women within the United Nations system, on the basis of an outline submitted to the Commission at

its thirty-seventh session, in March 1993. It incorporates changes recommended by the Commission. The draft of the proposed plan was discussed with representatives designated as focal points for women within the United Nations system. During the discussions, the potential lead agencies on particular programme areas were identified. It was also reviewed by the Ad Hoc Inter-Agency Meeting on Women in March 1993, which took into account further comments and proposals of the organizations of the United Nations system.

10. The proposed plan is significantly guided by the main philosophy of Agenda 21, 4/ one of the main texts to be adopted at the United Nations Conference on Environment and Development, held at Rio de Janeiro from 3 to 14 June 1992. Sustainable development is based on the rational management of natural resources, which preserves and enhances the life-supporting systems of the planet so as to meet the needs of present generations without endangering the future. Agenda 21 places special emphasis on respect for gender considerations in all policies, programmes and activities related to development and environment. It recognizes women's vital role in promoting sustainable development and the need for strengthening women's expertise in the fields of environment and development. Without the full participation of women, sustainable development cannot be achieved.

11. The proposed plan is composed of seven programme areas, broken down into 26 subprogrammes. Like the current system-wide plan, it has three parts. The first part, consisting of programmes 1-5, describes strategies in terms of substantive areas. The second part, consisting of programme 6, focuses on the means of improving international action through the development of statistics and technical cooperation. Programme 7 covers actions that synthesize and coordinate the specific activities covered in the preceding six programmes, including women in development and strengthening national machineries for the advancement of women. It includes trade and trade support services, which cut across many of the programmes and subprogrammes as complementary themes. In the light of further developments in the United Nations system, linked in particular to the implementation of Agenda 21 and sustainable development, which are expected to take place early in 1993, programme 7 will probably have to be reformulated.

12. The plan as proposed is an indicative plan - that is, in order to implement it, the specialized agencies and regional commissions must endeavour to incorporate the aspects of its work that fall within their competence into their own proposed medium-term plans and work programmes for the period 1996-2001. It is the intent of the proposed plan to encourage individual organizations to make provisions in their work programmes and budgets for activities related to the advancement of women and to encourage a well-planned and coordinated approach. Furthermore, the plan has been formulated in such a way that it allows for adjustments at a later stage to reflect new issues that might become prominent as a result of future major events, including the Fourth World Conference on Women, in 1995.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ The paragraph reads as follows:

"The Commission on the Status of Women,

...

"3. Decides further that the programme of action should continue to focus on equality, development and peace and should include the following elements:

"(a) The strengthening of efforts at the national and international levels, taking into account the circumstances in each country, to increase awareness among men and women of women's rights under international conventions and national law;

"(b) The implementation of special measures to increase the proportion of women involved in decision-making in the economic, social and political spheres;

"(c) The strengthening of world-wide efforts to end illiteracy among women and girls by the year 2000;

"(d) The establishment of specific programmes for improving the conditions of women and girls living in poverty, particularly those living in extreme poverty, by, inter alia, adequate training to develop their skills and capabilities;

"(e) The establishment of specific programmes aimed at improving women's and girls' health by ensuring them access to adequate maternal health care, family planning and nutrition;

"(f) The implementation of policies to prevent, control and reduce violence against women and girls in the family, the workplace and society;

"(g) The establishment or strengthening of national institutional mechanisms for the advancement of women;

"(h) The establishment of special programmes aimed at meeting the specific needs of refugee, displaced and migrant women and girls and those living in conflict areas;

"(i) The elaboration of ways and means of using new and high technologies, as well as scientific research, to benefit women".

3/ For the relevant provisions of the system-wide plan for the period 1990-1995, see E/1987/52.

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4/ The text of Agenda 21 is set out in the report of the United Nations Conference on Environment and Development (A/CONF.151/26); section I (Social and economic dimensions) is in volume I; section II (Conservation and management of resources for development) is in volume II; and sections III (Strengthening the role of major groups) and IV (Means of implementation) are in volume III. The final version of the report will be issued as a United Nations sales publication.

Annex

PROPOSED SYSTEM-WIDE MEDIUM-TERM PLAN FOR THE ADVANCEMENT OF WOMEN, 1996-2001

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PROGRAMME 1. ELIMINATION OF LEGAL AND ATTITUDINAL FORMS OF DISCRIMINATION

1. While in some countries and regions significant advances have been made in reducing the legal and attitudinal bases of discrimination against women, both de jure and de facto discrimination continue to be obstacles to women's full participation in development. Despite considerable progress in eliminating legal discrimination, as indicated by the widespread acceptance of the norms set out in the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180), discrimination still exists in practice in all countries in the ratio of women to men in education, the labour force and decision-making positions. Violence against women is one of the major obstacles to the advancement of women and its elimination is an indispensable condition for the full respect of human rights. Inequality is at the root of the violence perpetrated against women and has seriously inhibited the ability of women to enjoy rights and freedom on a basis of equality with men.

2. The Member States of the United Nations or members of its specialized agencies have adopted a number of international instruments pertaining in whole or in part to women, including the Convention on the Elimination of All Forms of Discrimination against Women. Legislative changes are most effective, however, when made within a supportive framework promoting simultaneous changes in the economic, social, political and cultural spheres. Although much progress has been made in legislation to eliminate discrimination against women, measures are necessary for its effective implementation and enforcement. Recourse to the law does not automatically benefit all women equally, owing to the socio-economic inequalities determining women's knowledge of the law and the type of provisions available to facilitate their access to justice, and eventually, reparation for damages. One important step towards enforcing the legal rights of women would be to increase the knowledge and awareness of those rights among women themselves, as well as among men.

3. Programme 1 focuses on eliminating the legal and attitudinal bases of discrimination and traditional practices. Some obstacles to achieving de facto equality are rooted in existing stereotypes concerning the role of women in the family and society and in the persistence of traditional norms, while others are found in the attitudes of those responsible for implementing criminal law and legal procedure. As families undergo important demographic and social changes, societies and policies must be responsive and receptive to the changing needs of the individual family members. Subprogramme 1.2 therefore aims at abolishing prevailing prejudice against women. The focus is on institutions that can define or reinforce unwarranted stereotypes of men's and women's roles in society, including their roles in the family. In developed and developing countries alike, these include the media and the educational system, which need to be challenged for their transmission of stereotyped gender presentations.

4. Subprogramme 1.3 addresses itself to the issue of violence against women in all its forms and calls for adjustments of legislation and the development of new policies and programmes. Significant human rights aspects of the issue of violence against women are increasingly recognized as States adopt measures to deal with the problem. The role of the criminal justice systems in respect of all types of violence against women is often, however, not coherent. The public is still not very aware of the effects of violence against women. The focus is

on legal instruments to combat violence against women and on the mobilization of public opinion on this issue.

Subprogramme 1.1. International standards

Intergovernmental objectives

5. The intergovernmental objectives for subprogramme 1.1 are:

(a) To achieve the full observance of the equal rights of women and the elimination of de jure and de facto discrimination;

(b) To achieve significant progress in the ratification and implementation of international conventions and covenants and other instruments concerning the status of women and of all other international standards as they pertain to women;

(c) To ensure the inclusion of gender factors in the formulation and monitoring of all relevant international instruments;

(d) To increase the use of legal literacy programmes to make men and women aware of women's human rights;

(e) To make legal and institutional structures more accessible to women seeking to exercise their rights.

Objectives of the United Nations system of organizations

6. The objectives of the United Nations system are:

(a) To ensure that international standards and norms, especially the Convention on the Elimination of All Forms of Discrimination against Women, are applied to all of the system's human rights activities;

(b) To increase the amount of information provided by the United Nations system to the Committee on the Elimination of Discrimination against Women in its review of the periodic reports of States parties to the Convention;

(c) To support legal literacy programmes and activities for women relating to human rights and to provide advisory and training services to all developing countries that request them in the development of legal literacy programmes and in the improvement of legal and institutional structures;

(d) To establish a system to disseminate to national civil and public institutions in all countries materials relating to internationally adopted decisions, resolutions and conventions on the human rights of women;

(e) To strengthen the provision of training at the national, regional and interregional levels on the implementation of the Convention, especially in helping States parties to the Convention to meet their reporting obligations;

(f) To increase the number of training seminars and to develop jointly, within the United Nations system, training materials related to human rights;

(g) To apply and evaluate model projects to increase women's literacy in mobilizing for sustainable development, as called for in Agenda 21, adopted by the United Nations Conference on Environment and Development;

(h) To provide information, including statistical data, to the Committee on the Elimination of Discrimination against Women and other treaty bodies;

(i) To increase the dissemination of information on the Convention on the Elimination of All Forms of Discrimination against Women and on other international instruments of direct relevance to women and to present them in an accessible form.

Strategy

7. Although much progress has been made in enacting legislation, further measures are necessary for its implementation and enforcement, particularly in societies with multiple legal systems. Technical assistance in the form of advisory services and regional workshops will be provided to developing countries, on request. Non-governmental organizations and intergovernmental bodies will also receive assistance in their activities related to the elimination of legal and attitudinal forms of discrimination. The implementation by countries of international standards and instruments will continue to be monitored. Information supplied to the United Nations will be prepared for review by the responsible intergovernmental bodies. There is a growing need for joint action among the relevant organizations of the United Nations system to support legal literacy programmes and activities for women as part of their general effort to promote international standards and norms.

8. To increase awareness by women of their rights, measures to promote legal literacy among women will be undertaken. Legal literacy must be conceived of in a dynamic and political framework in order to help women to understand their rights and exercise them as a resource for their personal and social development and empowerment. Governments will be encouraged to undertake legal as well as structural reforms to make fundamental women's rights and freedoms justifiable. Non-governmental organizations play an important role, in particular those giving priority to community-based legal literacy programmes and to the training of paralegal and legal education promoters.

9. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs, and Centre for Human Rights), Office of the United Nations High Commissioner for Refugees (UNHCR), the United Nations Development Fund for Women (UNIFEM), the United Nations University (UNU), the International Research and Training Institute for the Advancement of Women, the International Labour Organisation (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Health Organization (WHO).

Subprogramme 1.2. Promoting the equality of men and women, boys and girls in the family and society

Intergovernmental objectives

10. The intergovernmental objectives for subprogramme 1.2 are:

(a) To launch a comprehensive and sustained public campaign to challenge and abolish all discriminatory perceptions and attitudes towards women by the year 2000;

(b) To achieve substantial and continuing improvement in the portrayal of women in the mass media and to develop attitudes and produce materials that illustrate positive aspects of women's roles and status in intellectual, cultural and other activities, as well as egalitarian relations between the sexes;

(c) To foster recognition of women's right to determine the number and spacing of their children and of maternity as a social function and the common responsibility of men and women in the family for bringing up their children and for the care of dependants;

(d) To promote an understanding of the causes of the differences in gender roles throughout the life cycle, with a view to eliminating gender inequality, and to take steps to place them on an equal basis in the curricula of schools, colleges, universities and in adult education;

(e) To take steps to eliminate sex-biased presentations and reduce the stereotyping of women in the mass media, whether by self-policing on the part of the media or by other measures, so as to encourage the portrayal of positive images of women with disabilities, elderly women and others;

(f) To promote specific measures to counter prejudices and customary practices based on beliefs about the inferiority of women or on stereotyped roles for men, and to take steps to control pornography and the portrayal of women as sex objects.

Objectives of the United Nations system of organizations

11. The objectives of the United Nations system are:

(a) To complete studies on sexual stereotyping in the mass media and in advertising and to encourage the completion of national studies in an increasing number of countries;

(b) To develop statistics on household activities, such as care for children and dependants and other forms of housework, to be used in the elaboration of periodic reports to the Committee on the Elimination of Discrimination against Women;

(c) To provide advisory services, guidelines on content and curricula for gender study programmes, and grants and training service to all interested developing countries;

(d) To complete research on the differences in gender roles throughout the life cycle.

[Further objectives will be suggested by the Department of Public Information of the United Nations Secretariat.]

Strategy

12. The strategy consists of related efforts to strengthen the ability of the United Nations system to provide information material for national activities, to advance the research of sexual stereotyping and to promote gender study programmes.

13. Research on sexual stereotyping has been conducted for some time, and research on gender roles and the sharing of responsibilities within the household has been gaining in importance. Further research is needed, including time-use surveys and the identification of cultural obstacles, as well as the monitoring of changes taking place from one generation to the next.

14. As regards stereotyping in the media and research into cultural causes, expert group meetings and regional round tables for media professionals and experts on sexual stereotyping in the mass media and advertising will develop recommendations for use by national media and others to eliminate sexual stereotypes. Based on this analysis of national and regional experience, the Commission on the Status of Women will draw up international guidelines in 1996 as part of its consideration of the priority theme "Elimination of stereotyping of women in the mass media", for application within the media industry world wide. Positive images of women should be promoted by the media. Materials will be prepared and distributed and national action supported for the identification and elimination of sexual stereotypes in textbooks and children's literature.

15. Gender study programmes are an important element in eliminating sexual stereotypes through education. For countries that do not have such programmes and wish to establish them, the United Nations system will be providing advisory services, guidelines on content and curricula, grants and training service. The inclusion of such studies in the training programmes of teachers is of particular relevance.

16. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, Department of Public Information, and the regional commissions), UNHCR, the United Nations Population Fund (UNFPA), UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women and UNESCO.

Subprogramme 1.3. Eradication of violence against women in the family and society

Intergovernmental objectives

17. The intergovernmental objectives for subprogramme 1.3 are:

(a) To implement, once adopted, the draft declaration on violence against women (E/CN.6/1992/4, annex), aiming at the general recognition of violence against women as a violation of human rights and defining it as a crime, as appropriate;

(b) To complete an evaluation of the present systems of investigating violence against women in all its forms, protecting women against violence and assisting women victims of any type of violence;

(c) To develop correctional, educational and social services, including shelters, training programmes for law enforcement officers, the judiciary, health and social service personnel, as well as adequate deterrent and corrective measures for rehabilitating both victims and perpetrators;

(d) To provide increased assistance to women's groups giving legal and social guidance and counselling to women victims of violence.

Objectives of the United Nations system of organizations

18. The objectives of the United Nations system are:

(a) To complete a series of publications and other promotional activities to raise awareness of the effects of violence against women and to encourage action at the national and international levels through research, training, educational and other programmes aimed at combating such violence;

(b) To complete studies of the national legislation and the treatment of violence against women in order to enact existing legislation and to establish more effective systems to combat the problem;

(c) To provide technical assistance and information to women's self-help groups, non-governmental organizations and those who provide shelters for women victims of violence.

Strategy

19. Special events will be organized to increase awareness of the problem of violence and to search for remedies. Public opinion has to be mobilized to support law reform and to urge effective implementation of legislation dealing with violence against women.

20. Surveys will be done on the role of the criminal justice system in respect of all types of violence against women. They will include research on traditions and customs, including traditional practices such as sexual mutilation. Detailed statistics on the incidence of violence and resulting negative consequences for the life of the women and their families, in

particular the children, will be collected. These data should help Governments to design and improve their systems of data collection, enable them to respond to the need for information at the national level and facilitate their efforts to remedy the situation, in cooperation with all parties involved. Educational programmes will be developed to increase the general awareness of harmful practices. To implement these objectives, the United Nations system will elaborate policies targeting the victims and their perpetrators. Existing procedures for confronting violence against women will be assessed, such as the breach of peace procedure and injunction. Model legislation will be prepared to consider the implementation of procedures in cases of domestic violence, specifying the expected function and role of all the actors intervening in violence.

21. Action taken at the international level to combat all types of violence against women, including the training of police officers and of personnel in the administration of justice, will be monitored. Rape as a form of violence in the public sphere, in particular in times of armed conflict and civil strife, needs particular attention. Violence against vulnerable women, in particular the elderly and women with disabilities, but also women who are addicted to drugs, will be examined and special policy options developed. Existing women's groups will be encouraged to include violence against women in their agenda and in their programme of work in order to combat violence and to assist the victims. These linkages with women's organizations will promote further action to achieve the objectives of the draft declaration on the elimination of violence against women, once it is adopted.

22. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, Crime Prevention and Criminal Justice Branch of the Social Development Division, Department of Public Information, Economic Commission for Europe (ECE), Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Africa (ECA) and Economic and Social Commission for Western Asia (ESCWA)), the United Nations Development Programme (UNDP), UNIFEM, the International Research and Training Institute for the Advancement of Women, ILO, UNESCO and WHO.

PROGRAMME 2. PRODUCTIVE RESOURCES, INCOME AND EMPLOYMENT

23. Women's access to productive resources, income and employment is impeded by a number of factors, including economic recession, scarcity of job opportunities and stereotyping, low educational level and lack of vocational training, lack of access to family planning, and inadequate investment in essential support services, such as child care, family planning and vocational and management training. Women's access to land, technology and credit continues to be restricted in many countries by customary law and practice. Although the wage gap between men and women has narrowed in some countries and sectors as equal pay legislation has been adopted, the record remains uneven. Women continue to bear the major part of domestic responsibilities in the household, which has an influence on their professional careers. Women also take up different career paths from those followed by men, many seek part-time work, and many interrupt their working lives to bear children. These factors affect their job security, and their chances of pay raises and promotions. Women are frequently not entitled to the tax benefits and social insurance available to men and are

commonly relegated to occupations that are poorly paid. Women who work in the informal sector of the economy are being threatened increasingly by the introduction of mass-produced goods and services, yet they lack access to the financing and skills needed to achieve the economies of scale necessary to compete with imports and new industries. Plans and projects for agricultural, industrial and trade development do not yet take into account adequately the costs and benefits to women, and the need for rational and efficient liberalization. Women are generally poorly represented in the planning process and priority setting.

24. Subprogramme 2.1 deals with the economic issues affecting women and the ways in which the economic potential of women can be further mobilized. While legal equality in the open market economy is recognized as being a precondition for realization of the economic potential of women, markets and the private sector are at least as biased against women as the State or the public sector. The programme is designed to contribute to economic efficiency by increasing women's capacities and productivity and expanding overall employment opportunities. It includes the policy measures and practical actions necessary to create an environment in which women have greater access to the means of production and to markets. It proposes strategies that will help support and guide national efforts to enable women to participate fully and effectively in the development process, including national efforts to modify development priorities and modalities both as a prerequisite for women's participation and as a consequence thereof. It builds on women's significant - but largely unrecognized - contribution to the economy and proposes to develop support services for the family to allow parents to combine and harmonize their productive and reproductive roles. It emphasizes appropriate measures to assure women's equal access to jobs and opportunities for career advancement. Steps have to be taken to ensure women's access to positions in senior employment and management.

25. The issue of poverty continues to be a major challenge for the international community, Governments and the people themselves. Women are disproportionately affected by poverty, in particular if gender is not taken into account in micro-economic and macroeconomic policies. Despite differences in the status of women in poverty in rural and urban areas, poverty patterns and women's coping mechanisms are similar and the intergenerational transmission of poverty is high. Households headed by women are particularly vulnerable. Job security, basic income and the provision of minimum employment for women are some of the measures that can be taken to combat poverty.

Subprogramme 2.1. Overall trends and policies in trade and women's employment

Intergovernmental objectives

26. The intergovernmental objectives for subprogramme 2.1 are:

(a) To change social attitudes towards women and improve understanding of the fundamental relationship between employment for men and women and the achievement of economic and social development goals;

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(b) To facilitate participation by women in all economic activities by breaking down occupational barriers and implementing specifically targeted measures to achieve their full integration into a wide range of occupations, at all levels;

(c) To initiate policies and programmes that will enable women to secure higher-level jobs and responsibilities, including managerial positions in all economic sectors;

(d) To eliminate discriminatory and exploitative practices in employment based on sex and to counter the disproportionate effect of unemployment trends on women by promoting productive and freely chosen employment and equitable conditions of work;

(e) To raise the productivity of women by ensuring women's equitable access to land and other resources, to cooperative associations, to credit, marketing, agricultural information networks, appropriate research, extension, training and education, and basic services, in all sectors;

(f) To rethink the sharing of responsibilities, both productive and reproductive, between women and men in the development process.

Objectives of the United Nations system of organizations

27. The objectives of the United Nations system are:

(a) To prepare an up-to-date appraisal and monitor the effect of technological innovations, structural adjustments and changes in the labour market on employment opportunities for women in rural and urban areas;

(b) To extend research on women in economic decision-making, particularly in respect of gender roles and economic power;

(c) To propose measures that will promote flexibility, thus ensuring greater compatibility of economic and family responsibilities for both men and women workers, for example the encouragement of parental leave, leave for care-taking responsibilities and flexible working hours as a means of fostering the sharing of parental and domestic responsibilities, and to secure consideration of these measures in intergovernmental forums and in the formulation of projects and plans;

(d) To analyse the situation of domestic responsibilities for rural women, paying particular attention to those of female-headed households, and to propose options for both the private sector and the public sector to bring affordable, viable relief for these responsibilities.

Strategy

28. The effects of structural changes in countries' economies and their impact on women's employment opportunities and conditions of work need to be analysed and monitored. These changes include technological innovations as they affect women's employment opportunities and skill requirements and structural adjustment policies and privatization as they impinge on the conditions and

patterns of women's participation in various sectors of the economy, the industrial relocation and flexibility of labour arrangements and the emergence and expansion of new forms of employment, such as temporary, part-time and home-based work. A series of studies will be undertaken to analyse the effect of these trends on women's employment and the policies and measures that will be required to combat discrimination. The findings of these studies will be discussed in national, subregional and regional policy workshops with a view to identifying effective policies and programmes.

29. For rural women, emphasis will be placed on policies and programmes to promote self-employment, access to productive resources and improved technologies, and household food security. The linkages between larger urban firms and very small, small and medium-sized enterprises owned and operated by women as suppliers to the larger enterprises will be examined. The situation of women working from home will be monitored and their organizing power strengthened to improve their working conditions. National subregional and regional seminars will be held on measures to combat discrimination in employment, paying attention to women's equality in labour matters and in overall economic development.

30. The outcome of the discussions on the 1995 priority theme, "Equality in economic decision-making" will shed light on gender roles in economic power, and in particular on the global challenge of household activities, which will either have to be adapted to the needs of those taking care of others or replaced by a new system. Research will be carried out on alternative ways to combine professional life and family responsibilities.

31. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA and ESCWA), UNIFEM and ILO.

Subprogramme 2.2. Vocational training and training for employment and production

Intergovernmental objectives

32. The intergovernmental objectives for subprogramme 2.2 are:

(a) To establish vocational training for women of all ages and promote training courses on female entrepreneurship, including the development of people's capacity to work in trade;

(b) To provide women, especially girls and young women, with equal access to vocational training in all occupations in order to expand their opportunities for employment in occupations that are non-traditional or new to women and that are important to development;

(c) To diversify vocational education and training for women, emphasizing the need for increased participation by women in science and technology;

(d) To implement a fully integrated system of training that is directly linked to employment needs and pertinent to future employment and development trends;

(e) To ensure a tripartite coordination of training and retraining activities for women;

(f) To improve vocational training, counselling and placement services, paying particular attention to groups of vulnerable women, including the unemployed;

(g) To ensure that extension services and vocational training for agriculture reach both women and men in an equitable manner;

(h) To ensure that all rural women and men have access to functional literacy programmes.

Objectives of the United Nations system of organizations

33. The objectives of the United Nations system are:

(a) To develop prototype curricula for particular occupational areas and particular aspects of training in which women require additional assistance; these curricula could also be adapted to specific regional and national situations, such as access to subregional and regional markets in the context of economic cooperation and integration systems;

(b) To establish a roster of specially trained persons who can provide, on request, consultative services regarding vocational training for women, especially girls and young women, to Governments and workers' and employers' organizations, and to include data, research, training materials, programmes and institutions and plans for the dissemination of such information;

(c) To assist in designing training courses for women in entrepreneurship, including a trade-related training module;

(d) To carry out research on women in non-traditional occupations;

(e) To develop and disseminate methodologies for bringing extension and training to rural women, and to ensure that the content is adapted to women's needs;

(f) To assist in building a national capacity in functional literacy training.

Strategy

34. An inventory of resource persons, data, research, training materials, programmes and institutions will be drawn up in order to disseminate information on vocational training for women, especially girls and young women, and on available training resources.

35. Since most technical cooperation projects have a training component, it is essential for the organizations of the United Nations system to ensure that all projects are designed and implemented in such a way as to promote a wide variety of vocational training opportunities for women, especially girls and young women, with particular emphasis on management training, marketing and trade

skills, entrepreneurial skills and entrepreneurship, including trade-related training. Particular attention will be paid to drawing up guidelines and check-lists that are specific to the different sectors of the economy.

36. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development and ESCWA), UNDP, UNIFEM, United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the International Research and Training Institute for the Advancement of Women, ILO, the Food and Agriculture Organization of the United Nations (FAO), UNESCO, the United Nations Industrial Development Organization (UNIDO) and the International Trade Centre (ITC).

Subprogramme 2.3. Food and agriculture

Intergovernmental objectives

37. The intergovernmental objectives for subprogramme 2.3 are:

(a) To reassess the basic goals of development, such as food security, the reduction of rural poverty, a rate of population growth compatible with natural and institutional resources and adequate nutrition, in times of extreme poverty and in the light of gender analysis;

(b) To guarantee women's constitutional and legal rights in respect of access to land and other means of production in the rural economy, and to ensure their participation in agrarian reform and resettlement schemes;

(c) To ensure that all women have control over their income and the products of their labour and benefit from improved agricultural inputs and methods, including access to new agricultural technologies, research, training and financial management, all adapted to their specific needs;

(d) To review agricultural marketing and transport policies, pricing policies and other incentives for agricultural production, and to make changes that will improve the returns to primary agricultural producers;

(e) To develop strategies and programmes that specify women's actual and potential role in subsistence and cash-crop production, animal husbandry, fishery, forestry, off-farm rural production programmes and environmental management, as well as women's access to new agricultural technologies and the use of appropriate technologies for food production, processing and preservation;

(f) To ensure that rural decision-making and popular participation processes include women in an equitable manner and provide them with a political voice.

Objectives of the United Nations system of organizations

38. The objectives of the United Nations system are:

(a) To assist in the formulation and implementation of national programmes of agrarian reform and resettlement that take account of women's concerns on an equitable basis and, in particular, to promote equal rights to land;

(b) To develop, promote and implement training programmes so that rural development services can reach rural women more effectively through: (i) the reorientation of existing staff members, both men and women; (ii) the recruitment of additional women staff members, where possible; (iii) changes in programme content to recognize the actual responsibilities of rural women in production; and (iv) links with rural women's groups and instruction for extension staff in training rural women;

(c) To develop credit programmes for rural women that will help them to engage in agricultural and non-agricultural production activities;

(d) To encourage existing institutions to provide rural women with access to credit in ways that are compatible with their situations and institutional concerns, and to make both staff and rural women aware of the benefits of credit programmes that include women, as a component of comprehensive input delivery programmes, as well as training them in such programmes; these programmes could include, for example, farm management, training, marketing, extension and technology;

(e) To develop, promote and disseminate tested, environmentally sound, proved and simple low-cost technologies that save time and energy and ensure high returns to women, with particular focus on food security and protection of the natural resource base;

(f) To undertake joint efforts in research on, and effective action related to, food security and crises and women's roles therein;

(g) To prepare studies on discrimination against women and girls in food intake, and in particular against women in extreme poverty;

(h) To encourage extension services to adopt methodologies that are directed towards women (agricultural technologies, pesticides);

(i) To assist Governments in gender-disaggregated agricultural data collection, in order to provide rural development planners and policy makers with a more complete and accurate database;

(j) To engage in research on possible ways of assisting rural women with their domestic responsibilities, which are in competition with productive activities for women's labour;

(k) To assist and promote the organization of rural women into groups, lobbies, and farmers' federations, in order to enhance their participation in decision-making and democratization processes;

(l) To encourage rural development planners to adopt participatory methodologies, as a means of giving women a voice in decision-making.

Strategy

39. Women's contributions to agriculture should be identified and recognized as a prerequisite to successful rural development and the achievement of basic development goals, such as food security, reduction of rural poverty, a rate of population growth compatible with natural and institutional resources, and adequate nutrition. The sensitization of policy makers and planners to this issue is a vital part of the strategy. Increasing women's access to inputs, services and land will then be seen as a logical step in attaining effective as well as equitable development. Women's role in maintaining bio-diversity (food, crops) will be considered.

40. Modern technology, including irrigation, should be made available to women. They should also have access to land, credit, marketing, transportation and storage facilities. Targets should be set for increasing extension contacts with rural women and for the recruitment and training of both women and men extension workers. Technical cooperation and training will be organized on these subjects. Specifically, efforts will be made to train planners, including women, in programme and project design, the development of appraisal techniques, and monitoring to ensure that projects are examined in terms of both their impact on women and the contribution that women can make. Training and advisory services in management, credit, marketing and the development of cooperatives will also be emphasized.

41. Improved technologies that can be used by women for irrigation and land reclamation, improved seeds, food processing, storage and labour-saving equipment will be identified and tested, and disseminated when proved effective. Improved methods of disseminating technology will be developed and tested. The specific relevance for women of each technology will be assessed, taking account of user needs and acceptability of the technology to users.

42. The strategy for food production and processing will consist in collecting information on experience, promoting tested and proved technologies and making them available at the national level through training and technical cooperation. Low-cost technologies and techniques that promise a relatively high return on labour will be identified and disseminated through existing institutions or through institutions and mechanisms created for this purpose.

43. Information materials will be developed for national policy makers on the importance of women's knowledge of, and concerns regarding, forestry activities; information will also be prepared for project designers and implementers on how to increase women's access to needed tree and forest products, such as building materials and fuel. In addition, assistance will be provided to enable women professionals to attend training workshops and become involved in community forestry programmes. Baseline information on forestry projects will be disaggregated by sex to assess women's needs. This information will be used in project management.

44. Studies will be made of the causes of food crises, such as famine and drought, and their effects on women. Others will be made comparing the effects

of food crises on men and women so as to gain a better understanding of the impact on women as primary food producers and to determine the need for information and research to improve the response to food emergencies.

45. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ECE, ECA, ESCWA and the United Nations Environment Programme (UNEP)), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the World Food Programme (WFP), FAO, the World Bank, the International Fund for Agricultural Development (IFAD) and ITC.

Subprogramme 2.4. Industry

Intergovernmental objectives

46. The intergovernmental objectives for subprogramme 2.4 are:

(a) To recognize women's role as contributors to and beneficiaries of ecologically sustainable industrial development;

(b) To ensure that women and men have equal access to a wide variety of industrial employment at all occupational levels and to requisite skill training (including on-the-job, in-plant or external skill training or retraining programmes) and career development assistance to enhance long-term occupational mobility and advancement;

(c) To increase at all levels the number and proportion of women engaged in industry and related activities in both rural and urban areas in developing countries.

Objectives of the United Nations system of organizations

47. The objectives of the United Nations system are:

(a) To integrate women in the design and appraisal of all industrial projects supported by the United Nations system, paying specific attention to those dealing with industrial human resource development, the development of small and medium-sized industries, the development and transfer of technology, the planning of industrial policies and strategies, environmentally sound management of wastes, agro-industries and industrial hazardous waste management and environment and energy;

(b) To identify socio-cultural and economic constraints affecting women's participation in industry and the resulting costs to society of their exclusion from participation in large and small-scale industrial projects and to facilitate the exchange of knowledge on new and clean technologies;

(c) To identify and monitor the emergence of new environmentally sustainable technologies, skill requirements and industrial growth sectors that provide new opportunities for women's integration into industry, and to promote the exchange of knowledge on them;

(d) To monitor and identify industrial sectors and occupations in which women are at risk of displacement by technological change or industrial restructuring, and to develop retraining, career development or other employment assistance programmes as required;

(e) To increase women's access to in-plant training and other career development services so as to enhance their occupational and career mobility;

(f) To complete at least one round of the monitoring of international standards relating to industrial workers, especially women industrial workers, and to the treatment of migrant workers and their families;

(g) To initiate studies on how to make the best use of the experience acquired so far in economic activities benefiting women and to expand existing international financial and technical cooperation facilities so as to provide supplemental resources for enterprises managed by or employing large numbers of women.

Strategy

48. Studies and research activities will be carried out on a country, regional and sectoral basis, which devote full attention to the role of women within the countries' industrial human resource base and monitor the impact on women of new technologies, industrial restructuring and resultant changes in skill requirements. Specific efforts will be made to obtain gender-specific data, particularly on industrial employment by skill level and occupational group. The design of educational and training programmes and other types of technical cooperation activities will be based on and facilitated by the studies carried out on emerging employment and industrial growth trends and technology development.

49. Specific support will be given to women in areas where they are traditionally disadvantaged or still have to cope with particular constraints on industrial participation. Skill development and training activities are required in entrepreneurship and management, for example. Issues related to the health, safety and working conditions of women workers will be tackled, while labour-saving and energy-saving and clean technologies that increase women's productivity or income will be developed and disseminated.

50. Emphasis will be put on providing policy advice and specific recommendations to Governments, with a view to creating a policy environment conducive to women's participation in industry by removing the policy, legal and institutional barriers thereto. At the same time, recommendations will be made to industry and industrial institutions, encouraging them to pay more attention to the potential of women in industrial development, while advice will be given on the improvement of employment opportunities and working conditions, including access to employment, wages and other conditions of work and to collective bargaining.

51. The role of women will be dealt with specifically in activities related to the strategic management of industrial development, as well as in relation to human resource development, agro-industries, the promotion of small industry

and energy and environmental programmes. The subject will also be dealt with in the context of the development and transfer of appropriate technology, including new and high technologies. Emphasis will be placed on the consideration and impact of gender-related issues throughout the programme and project cycle, and in the identification, design, implementation and evaluation of technical cooperation programmes and projects.

52. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA, ESCWA, UNEP, and the United Nations Centre for Human Settlements (Habitat)), UNDP, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, ILO, UNIDO and ITC.

Subprogramme 2.5. Entrepreneurship, trade and access to credit

Intergovernmental objectives

53. The intergovernmental objectives for subprogramme 2.5 are:

(a) To achieve the full participation of women in industry, domestic, intraregional and international trade, commerce, finance and services, by developing innovative policies and designing such measures as entrepreneurship development for trade, loan guarantees, technical advice and training, marketing systems, credit for women and other trade support services to improve economic, working and living conditions;

(b) To create specifically targeted programmes that make credit available to commercialize women's traditional economic activities, as well as innovative new ones;

(c) To take measures to ensure that unpaid family labour, which constitutes the greatest part of the informal sector in agriculture, is recognized in official statistics and thus taken into account in policy and planning exercises.

Objectives of the United Nations system of organizations

54. The objectives of the United Nations system are:

(a) To promote the participation of enterprises managed by women in export trade and marketing services;

(b) To bring women into the mainstream of trade and trade-related activities;

(c) To promote women's access to information and technology and enterprise development services, in particular in small-scale industrial development organizations;

(d) To make credit more accessible to women and women's groups and support information programmes;

(e) To promote the training of trainers and the creation of agencies to deal with the specific problems of women in the export business;

(f) To disseminate the outcome of research on the particular needs of women in the areas of credit, technology, information and other business support services;

(g) To assist in providing training in management skills for women, adapted to the particular conditions of different types of women (urban, rural, formal sector, informal sector, literate, illiterate).

Strategy

55. The relationship between the advancement of women and trade, commerce and finance has generally been analysed in terms of the effect of trends in those sectors on women's employment and income. Also, women have generally lagged behind men in gaining access to credit, finances, markets, technology and information, including trade information. The relationship between trade, commerce, finance and women's advancement, including the obstacles to the full participation of women in these sectors, will be further studied and corresponding operational activities to facilitate women's access to entrepreneurial development programmes, including market and export development techniques, as well as relevant trade support services, will be developed and implemented. An effort will also be made to initiate studies on an expansion of existing financing facilities for enterprises managed by or employing large numbers of women, with a view to identifying operational criteria and making proposals for this purpose. Technical cooperation projects to promote women in the development of domestic, intraregional and international trade will be continued.

56. Training and advisory assistance will be given in entrepreneurial development and planning, as well as in trade promotion and international marketing. Technical assistance will also be given to train women in the techniques of international business development and in the use of credit and revolving funds and to help them form groups to pool savings and tap existing banking facilities.

57. The issue of entrepreneurship and the advancement of women, with emphasis on the need to facilitate an overall entrepreneurial activity through economic policies, training, access to credit, information and other support systems, will be included in the agendas of regional conferences.

58. Given the nature of technical consultancy services, technical assistance activities to promote their export satisfy most of the criteria for the UNDP fifth programming cycle, particularly concerning the enhancement of women's role in trade development. Such activities promote human resource development at all levels of society, sustainable economic reform through the strengthening of institutions and increased government support, technical cooperation among both developing and industrialized countries, including the transfer of skills and technology, specifically in the computer services sector, and the enhancement of women's role in trade promotion and export development. An environmentally sound and sustainable development depends on the acquisition of the latest technologies on the environment. An intensive upgrading of national expertise

in this rapidly growing field of engineering is therefore of specific relevance to women in development. Besides the alleviation of poverty, there are further spin-off benefits, such as support to small and medium-sized enterprises, in both the engineering and computer services sector.

59. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, ECA, ESCWA and the United Nations Centre for Human Settlements (Habitat)), UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, UNIDO and ITC.

Subprogramme 2.6. Informal sector

Intergovernmental objectives

60. The intergovernmental objectives for subprogramme 2.6 are:

(a) To take measures to improve the working and living conditions of women in the informal sector of the economy;

(b) To provide incentives to women working in the informal economy that will encourage them to participate in cooperatives and small enterprises by helping them to acquire skills and by making licensing opportunities, child-care facilities and credit available to them;

(c) To work out innovative schemes for extending social protection and social security to male and female workers in the informal sector;

(d) To take measures to ensure that unpaid family labour, which constitutes the greatest part of the informal sector in agriculture, is recognized in official statistics and thus taken into account in policy and planning exercises.

Objectives of the United Nations system of organizations

61. The objectives of the United Nations system are:

(a) To provide assistance in the development of support services;

(b) To gather more detailed and accurate information related to women in the informal sector in order to identify the most efficient measures for improving their condition, such as access to cooperative arrangements, licences, social support services and credit;

(c) To promote the organization of workers in the informal sector in all developing countries and to provide assistance to their organizations, with special emphasis on the active participation of women.

Strategy

62. The working conditions in the informal sector in most countries are not well documented, and neither is the significant contribution of the sector to

economic development. It appears that a large number of workers in this sector are women and that their numbers are increasing. A major effort will be made to document and study the conditions and contributions of the sector and to develop indicators of women's participation in informal economic activities.

63. Women working in the informal sector generally lack access to training, licensing schemes, cooperatives, health care, child-care facilities and financial services, such as credit and social protection and social security. Owing to the fragmentation of economic activities in the informal sector, as well as the sector's tenuous position vis-à-vis the formal sector, providing services to it is a complex matter of law and public policy. On the basis of a study of national experiences, an attempt will be made to identify promising measures for bringing women in the informal sector into cooperatives and entrepreneurial activities and making support facilities, including transport, credit and licences, more readily available to them.

64. The fragmented nature of the informal sector means that actions can only succeed when they are supported by organizations. Here the bond between local organizations (such as cooperatives) and larger organizational structures (such as cooperative federations) is particularly important in both urban and rural areas. Drawing on the system's wide experience in dealing with these types of organizations, a concerted technical cooperation effort will be made to reach all developing countries by the end of the period.

65. Women in the informal sector should be encouraged to organize themselves so that they know their rights and are able to obtain the necessary support to exercise them.

66. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (ESCAP, ECA, ESCWA and, United Nations Centre for Human Settlements (Habitat)), the United Nations Conference on Trade and Development (UNCTAD), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, WFP, ILO, UNESCO and ITC.

PROGRAMME 3. HUMAN RESOURCE DEVELOPMENT

67. According to Human Development Report, 1991, a/ development is a process of enlarging people's choices and includes health, education, access to the services and resources needed for a decent standard of living. In many countries, the majority of women continue to have only limited access to clean water, firewood or other energy supplies, primary health care, adequate nutrition, child care and care for the elderly and disabled, literacy training, education, housing, sanitation and transportation. Human resource development and empowerment are essential for effective participation by women in the decision-making processes.

68. Programme 3 presupposes that the wide variety of existing activities to increase women's access to a health, education, family planning and social infrastructure will continue. It emphasizes a few key areas where a concerted effort during the period can have major effects, such as extending the coverage of health-care services, further reducing female illiteracy and making the provision of child-care facilities a social and community norm. The programme

thus focuses on developing and adapting services to the specific needs of women and on closing the gap between men and women in their access to social services.

69. Women, particularly in developing countries, can make a substantial contribution to economic development if they have technical skills in agriculture, forestry and fishing, but they are still denied access to this training. Women have also made rapid gains in relation to men in advanced training for law and business. Subprogramme 3.4 aims at increasing the enrolment of women in higher education and their participation in science and technology, to ensure that scientific and technological progress benefits women as well as men.

Subprogramme 3.1. Health, nutrition and family planning

Intergovernmental objectives

70. The intergovernmental objectives for subprogramme 3.1 are:

(a) To achieve the "Health for All" goal by the year 2000, by focusing on women's health in all phases of their lives;

(b) To empower women, who are also major providers of health care in both the formal and the informal sectors, with appropriate technologies and decision-making roles in health and health-related sectors;

(c) To integrate women's interests and perspectives and their decision-making roles into the mainstream of health development and other related sectors;

(d) To establish standards and criteria to permit the regular monitoring of women's health status in assessing the impact of health and other related socio-economic development policies and programmes.

Objectives of the United Nations system of organizations

71. The objectives of the United Nations system are:

(a) To promote and protect the health of women of all ages by collecting, analysing and disseminating sex-disaggregated data on the health benefits of each programme, on the extent of women's participation in decision-making and on the extent of women's technological empowerment in each health and health-related programme;

(b) To mobilize an appropriate portion of the budget resources available within each health and health-related programme concerned, at both the national and international levels, for gender-related activities;

(c) To incorporate in national health policies and programmes specific emphasis on reproductive health, i.e. care during pregnancy and child birth, care of newborns, infants and young children, family planning for spacing and limiting birth, problems of sexual health, adolescent health, protection from sexually transmitted diseases, including the human immunodeficiency virus/acquired immune deficiency syndrome (HIV/AIDS), not forgetting programmes

of preventive education, as these relate to both the practical and the strategic health and development needs of the majority of women, men and children;

(d) To increase occupational safety for women both within and outside the domestic spheres;

(e) To promote sex-disaggregated information on nutrition, mental health, cancer, cardiovascular disease, osteoporosis and other chronic diseases;

(f) To promote awareness of gender, health and development among policy makers and medical and paramedical prcfessionals.

Strategy

72. In the context of the global movement of "Health for All" by the year 2000, with special reference to WHO resolution WHA 45.25 on women, health and development, there are several distinctive features of the proposed strategy.

73. First, the focus is on the "root cause" of women's health problems derived from gender inequality. This issue must be tackled if health plans and services are to be effective. Technical cooperation with various countries will be undertaken not only to strengthen the health infrastructures that are based on primary health care but also to promote gender equity in the access to - and decision-making over - the means of health both within and outside the domestic spheres. Progress will be measured using global indicators for monitoring health for all and sex-disaggregated data on women's benefits in health, and women's decision-making role and empowerment in the appropriate technologies, particularly in reproductive health. There will be a special focus on adolescent women with adult responsibilities.

74. Secondly, the introduction of gender considerations into health matters will have to be two-pronged: it will have to involve the policy and planning levels, and it will have to mobilize a broad spectrum of non-governmental organizations, professional associations, private sector enterprises, community and youth groups and women's groups.

75. Thirdly, the strategy is built on the fact that the health of both men and women can only be attained by following an intrasectoral and an intersectoral approach at the international, national, district and community levels. Again, it is important to reach out to a broad spectrum of community groups in non-medical sectors. This technical cooperation between countries and related United Nations agencies will be undertaken in order to formulate and incorporate a gender-based analytical framework and indicators as an essential instrument in the planning, implementation and evaluation of policies and strategies of the health and health-related sectors. Concern with women's health deals not only with reproductive health but includes health problems that affect women at different stages of the life cycle, particularly old age. Research in these areas will be encouraged and monitored.

76. Fourthly, the family health approach to gender issues will be promoted, targeting youth and men in their family roles as well as in their social, economic and professional roles. Attempts will be made to measure progress within the family as it affects reproductive health. The prototype of gender

training, which provides male role models, promotes the participation of males as sons, fathers, husbands and grandfathers, as well as in their professional roles. Similar activities to make key policy makers, health planners and health professionals more aware of matters relating to gender, health and development will also be supported. Subject to the availability of funds, research and training centres on gender, health and development should be designated at the national, regional and international levels.

77. Fifthly, the active participation of multisectoral teams consisting of women's groups, women's bureaux and national programme managers of maternal and child health (already established in 42 countries with WHO/UNFPA support) will be supported to promote the integration of women's perspectives and decision-making into the main direction of health and socio-economic development.

78. The focus will be on the improved quality of mother and child health and family planning services, through counselling, follow-up services and the deployment of technically competent service providers with adequate training and supervision, and through accurate information enabling clients to make an informed choice in the use of contraceptive and other health technologies. Family planning programmes should make it possible for couples and individuals to realize their basic right to choose the number and spacing of their children. The benefits of breast-feeding on children's and women's health are recognized by an increasing number of countries, both developed and developing. Sustained support to breast-feeding women, both within and outside their homes, with multisectoral action based on multisectoral perspectives, is needed to make breast-feeding universal.

79. Given the high prevalence of sexually transmitted diseases and the AIDS pandemic, which threatens the health of men, women and children, activities between the related health programmes will be more carefully coordinated, so that women can have easy and equal access to programmes of preventive education and protective measures against sexually transmitted diseases, including HIV/AIDS, under the umbrella programme on mother and child health and family planning.

80. The health programme will be complemented by programmes to promote an adequate food supply and an appropriate diet to meet the specific nutritional needs of women, particularly pregnant and lactating women. National programmes will be elaborated to increase awareness of the nutritional needs of women and to promote intervention to reduce the prevalence of nutritional diseases, such as anaemia in women of all ages, particularly young women.

81. Guidance material will be prepared and technical support provided to Governments to establish community-based and integrated programmes designed to meet the occupational health needs of all women, including working adolescents and working mothers. This would reduce occupational risks and morbidity and mortality in occupational and work-related diseases and injuries and improve the working environment. For the prevention of psycho-social problems and mental disorders and the promotion of the mental health of women, special attention will be given to studying the social and psychological effects of development and technology on women, which lead to changes in lifestyles and increased stress. Support will be given at the national level to the development and provision, as an integral part of the health-care delivery system, of health

care adapted to the specific problems of elderly women. In order to strengthen therapeutic services, programmes will be developed for the prevention, early detection and management of female cancers, as well as other chronic health problems of women.

82. To raise the status of women as health professionals and to ensure that human resource development for health is more appropriate to women's contributions and roles, efforts will be made to promote equal training for women and men in health care at all levels and to increase the proportion of women in the higher categories of the health professions.

83. The organizations primarily responsible for implementing this subprogramme are: UNEP, UNRWA, the United Nations Children's Fund (UNICEF), UNFPA, WFP, FAO, UNESCO, WHO, the World Bank, IFAD and the International Atomic Energy Agency (IAEA).

Subprogramme 3.2. Literacy, education and training

Intergovernmental objectives

84. The intergovernmental objectives for subprogramme 3.2 are:

(a) To reduce significantly the high rate of female illiteracy by the year 2000 and to promote functional literacy, with specific emphasis on health, nutrition, viable economic skills, gender and population education, civic education and empowerment of women;

(b) To promote the goal of universal access to primary and secondary education for girl children and for women and to increase equal access to formal and non-formal education, including scientific and technical education;

(c) To develop programmes to increase the enrolment of girls in non-traditional subjects and to reduce the drop-out rates of girls from formal schooling;

(d) To revise school textbooks and educational materials in order to combat sexual stereotyping and to include training on gender analysis in teacher education programmes.

Objectives of the United Nations system of organizations

85. The objectives of the United Nations system are:

(a) To support and strengthen national, regional and international action so as to reduce the rate of illiteracy and to implement functional literacy programmes for women from the perspective of empowerment, reflecting the real problems and needs of illiterate women;

(b) To promote equal access to secondary university and non-formal education;

(c) To strengthen action to promote universal primary education, paying specific attention to the situation of girls, whose enrolment and drop-out rates remain a significant problem.

Strategy

86. Women have progressed towards equality with men in the educational enrolment rates at all levels of schooling, but there are differences in their educational achievements. The high incidence of illiteracy among adult and elderly women constitutes a major handicap in achieving equality with men, and a serious barrier to the full participation of women in development. With the faster decline in illiteracy rates for men, the literacy gap between men and women is growing. The plan deals with this key issue by means of a twofold strategy. The first aim is to ensure that girls have equal access to primary education, appropriate facilities, adequate programmes (including programmes to improve the health and nutritional status of girls); a sufficient number of competent teachers must also be provided. Parents must be made aware of the importance of educating girls. Application of the relevant provisions of the Convention and Recommendation against Discrimination in Education, adopted by UNESCO in 1960, will continue to be encouraged and monitored. Audio-visual and printing material, showing the importance of schooling for girls will continue to be developed and disseminated. Technical assistance will continue to be provided in designing and implementing policies promoting equal access to education. As far as possible, multilateral funding (grants and loans) for the development of primary education will be conditional on the provision of equal access to it for both girls and boys. Specific efforts will be made to prevent girls from dropping out of school.

87. The second aim is to improve the rate of literacy among adult women, and funding and technical assistance will be provided for national literacy and civic education programmes for women. Women will be involved in the design and planning of these projects. Regional seminars will be continued and extended to help national authorities to develop teaching and learning materials and train instructors, planners and supervisors in the design and implementation of literacy and civic education programmes and campaigns. Adult education and continuing education will be provided for women.

88. There is a serious lack of information on women's literacy. More detailed information will be sought on the situation of women in different countries, social classes and cultures. Research on non-formal education for women will be further developed in terms of the methods, materials and content of literacy education. Approaches to the preparation of post-literacy material and activities will be developed, including gender-specific and sensitive approaches, and national and international networks will be promoted for this purpose.

89. A combined strategy of simultaneously developing primary education and literacy will be implemented. In using this strategy, both for primary education and literacy, attention should be focused on gender-sensitive teaching methods and on equal participation by boys and girls, men and women. Given the difficult situation of women in rural areas throughout the developing world, greater attention will be given to illiterate women in these areas.

90. Use of the mass media to promote women's literacy, encourage community participation and raise general public awareness of literacy programmes will also be furthered, including the use of radio and television to offer new images of women and their role in society.

91. The recommendations of the Commission on the Status of Women, adopted by the Economic and Social Council in its resolution 1990/15 and set out in the annex to that resolution, on the promotion of literacy, education, training and technological skills, under the priority theme "development", will be incorporated.

92. The organizations primarily responsible for implementing this subprogramme are UNICEF, UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, the United Nations University and UNESCO.

Subprogramme 3.3. Social infrastructure and support services, including housing, settlement, water, sanitation, energy and transport

Intergovernmental objectives

93. The intergovernmental objectives for subprogramme 3.3 are:

(a) To ensure that all women, including migrants, refugees and returnees, have equal access to housing, water and sanitation, energy transport, and sustainable habitats;

(b) To consider the views and needs of women as producers, women in business, consumers and managers, as well as the specific needs of women who are heads of household, in all aspects of urban and rural planning;

(c) To train women and encourage their participation in the planning, implementation, maintenance and management of these technologies and systems and in conservation methods, including women's training in environmental protection skills;

(d) To develop social infrastructure for the care of dependants, be they children, the elderly or persons with disabilities.

Objectives of the United Nations system of organizations

94. The objectives of the United Nations system are:

(a) To increase the accessibility of safe water supplies, sanitation, housing, transport and energy systems, especially in rural areas and urban informal settlements;

(b) To promote equal participation by women in the planning, design, construction and maintenance of housing, infrastructure, social services and, even more importantly, in the design and management of villages, towns and cities;

(c) To increase the application of appropriate technology to household energy use and to the building of shelter and infrastructure, particularly in rural areas and informal urban settlements;

(d) To complete guidelines and model legislation on women's access to housing finance and on the establishment of adequate credit mechanisms;

(e) To undertake studies on changing gender roles in the family and on the sharing of household activities;

(f) To promote the application of international norms and standards for the provision of social infrastructure for the care of dependants.

Strategy

95. There is a gender dimension to all aspects of urban and rural human settlements development which needs to be taken into account. Policy formulation, shelter strategies, institution building, community participation, settlement infrastructure and environment, urban management, and sustainable cities must all contain a gender perspective. Technical cooperation, seminars and workshops will include gender training for professionals, for example, architects, planners and engineers. Women's training in environmental skills will be coupled with support for the creation of small-scale women's enterprises, such as the recycling of waste, maintenance of water supply etc. These training activities are especially crucial for the inhabitants of informal settlements in both urban and rural areas; and incentive and support for self-help and mutual aid in these fields should be provided.

96. The development and dissemination of appropriate technologies, especially those relating to energy use in cooking and to domestic water supply and housing materials, will continue to be promoted through the support of centres for the development of such technologies and the provision of technical assistance. A sociological study of the effects of technological innovations on women will be prepared.

97. Information materials will be developed for national policy makers on the importance of women's knowledge of, and concerns regarding, forestry and general environmental care; information will also be prepared for those who design and implement projects on how to increase women's access to needed tree and forest products or other viable alternatives for construction and energy materials. In addition, assistance will be provided to enable women professionals to attend training workshops and become involved in forestry and environmental programmes. Baseline information on forestry and general environmental projects will be disaggregated by sex to assess women's needs. This information will be used in project management.

98. Experience has shown that women traditionally assume the primary responsibility for members of the household. If women are engaged in wage-earning activities, adequate social infrastructure, including arrangements for child care, must be developed and the sharing of responsibilities among all family members be further promoted. Progress has been made in advancing this concept in both developed and developing countries, but a significant effort must still be made to encourage more countries to adopt policies and programmes

for the adequate provision of care for dependants. Studies show that women bear a disproportionate responsibility not only for domestic work and child-rearing but also for the care of other dependent members of the family and community, such as the disabled and elderly persons. The extent of the problem will become more acute with increasing migration, urbanization and the increasing flow of displaced persons and refugees. A diagnosis will be made of the problem accordingly, and guidelines will be developed that will set out the respective roles of the public and private sectors, including the role of all family members, in dealing with the problem.

99. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, ECE, ESCWA, United Nations Centre for Human Settlements (Habitat) and UNEP), UNCTAD, UNICEF, UNIFEM, UNRWA, WFP, the International Research and Training Institute for the Advancement of Women, FAO, WHO, IFAD and ITC.

Subprogramme 3.4. Higher education, science and technology

Intergovernmental objectives

100. The intergovernmental objectives for subprogramme 3.4 are:

(a) To increase educational and training opportunities for women and girls in science and technology, particularly at the post-secondary level;

(b) To promote the provision of environmentally sound technologies that have been designed, developed and disseminated in consultation with women;

(c) To encourage the effective participation of women in the decision-making and implementation process related to science and technology, including planning and setting priorities for research and development, and in the choice, acquisition, adaptation, innovation and application of science and technology for development, and to make science and technology more responsive to women's needs and concerns;

(d) To deploy women with scientific and technological education and training in jobs in their field.

Objectives of the United Nations system of organizations

101. The objectives of the United Nations system are:

(a) To complete a study of successful policy measures and incentives adopted by some countries that have specifically promoted deployment of educated and trained women in scientific and technological disciplines;

(b) To complete a series of case-studies on the role of women in the development, local adaptation and dissemination of technologies and to enhance women's leadership role in those areas;

(c) To mobilize women who are the end-users of technologies for implementing, monitoring and evaluating scientific and technological activities;

(d) To carry out studies on the actual and potential effect of new and emerging technologies on women, and especially on their functional roles in society;

(e) To collect data on the stock of women scientists and technologists, their associations and their activities, by age group and by discipline, and to disseminate data to encourage networking.

Strategy

102. Science and technology are essential means of fostering socio-economic development. Women thus play a pivotal role in science and technology as both producers and end-users. Although the stock of women scientists and technologists has increased in recent years, educated and trained women have not been fully or effectively deployed. The system will study cases in which policy measures and incentives were successfully employed to encourage qualified women to be active in their field.

103. For technological developments to take root in local settings, their introduction, adaptation and dissemination must involve local people, including women. Research on the role of women in successful technological adaptation will be undertaken.

104. Efforts will be made to collect improved data on the stock of women scientists and technologists and those who are deployed in their field. This will be the basis for a longer-term effort to systematize such data collection by the organizations concerned.

105. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development), UNCTAD, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO, WHO and UNIDO.

PROGRAMME 4. PROMOTION OF PEACE AND RESOLUTION OF CONFLICTS

106. Women are still absent from the peace process at the governmental level. They cannot play a role in preventing and eliminating armed conflicts as long as they are largely excluded from official decision-making on the peace process. It is therefore still hypothetical whether or not women in leadership positions would make a difference. Women's non-governmental activities have, however, always provided a contrast to women's exclusion from the official decision-making bodies at the national and international levels. Women's influence in non-governmental organizations and the peace movement has been evolving throughout history.

107. The incidence of armed conflicts continues to be high and a disproportionate number of women are among the victims. Although specific provisions for the protection of women exist in international humanitarian law,

these are frequently not respected in practice. Humanitarian assistance is often not targeted to the specific needs of women.

108. Subprogramme 4.2 refers to the particular situation of refugee and displaced women. Persecution and armed conflict are the main causes of the refugee problem. Approximately 80 per cent of the more than 17 million refugees worldwide, and the unknown but even larger numbers of displaced persons, are women and children. Refugee women need specifically targeted legal protection and relief assistance, including health services and literacy and skill training.

Subprogramme 4.1. Participation of women in the peace process and in the resolution of international conflicts

Intergovernmental objectives

109. The intergovernmental objectives for subprogramme 4.1 are:

(a) To increase the number of women involved in the peace process and the resolution of international conflicts at the bilateral as well as the multilateral level to at least 30 per cent;

(b) To include peace education and the peaceful resolution of conflicts in the curricula of all primary schools and secondary schools in all countries.

Objectives of the United Nations system of organizations

110. The objectives of the United Nations system are:

(a) To complete a full set of educational material for peace training and to promote education for peace;

(b) To increase the number of women involved in peace-keeping operations to at least 30 per cent of the personnel assigned to those missions;

(c) To ensure that all United Nations peace-keeping operations integrate socio-cultural and gender issues in the planning of their activities and training of their staff.

Strategy

111. Education for peace is a way of acquiring respect for persons and personal relationships and of learning about the resolution of conflicts, social justice, tolerance and equality, sharing the world's resources, cooperation and the importance of the community. Studies on the peaceful resolution of conflicts will be given greater weight.

112. In line with the new peace-keeping role of the United Nations, particular emphasis will be put on this programme. Little information is available on the role women could play in promoting peace and the resolution of conflicts, since

women so far have been almost completely absent from this field. The United Nations system will give greater weight to its studies on the peaceful resolution of conflicts and make a critical assessment of prevailing conditions and their causes and of the demands for significant changes in world governance. It will also press for women to be consulted on all decisions concerning the conversion of resources from military to civilian purposes.

113. Women are often seen as the victims of armed conflicts because they are not involved in the decision that started the conflicts, nor are they among the combatants; and they are seldom part of the official peace process, whether bilateral or multilateral. A study will be undertaken on the performance of women in the military and its possible impact on the peace process. The question of including women in the armed forces and also in emergency operations and programmes of humanitarian assistance will be further examined.

114. A special effort will be made to recruit women for peace-keeping missions and any gender differences in performance will be evaluated.

115. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women), UNHCR, UNRWA, UNICEF, UNDP, UNIFEM, WFP, UNESCO and WHO.

Subprogramme 4.2. Armed conflict

Intergovernmental objectives

116. The intergovernmental objectives under subprogramme 4.2 are:

(a) To ensure the legal protection of women in armed conflicts according to the 1949 Geneva Conventions b/ and the 1977 Protocols additional thereto c/ and actively to apply those legal provisions and provide assistance to women and their families who are victims of armed conflict;

(b) To give priority to extending international protection to refugee women and children by taking measures to ensure their greater protection from physical violence, sexual abuse, abduction and circumstances that could force them into illegal activities;

(c) To adopt a policy on refugee, displaced and returnee women and children that will provide for the full integration of women and children into the relevant programmes.

Objectives of the United Nations system of organizations

117. The objectives of the United Nations system are:

(a) To compile a report on gender-related discrimination against women refugees and detainees in all conflicts that are under the aegis of the United Nations;

(b) To assess the specific impact of armed conflict and violence on women refugees and displaced and returnee women, with a view to providing guidelines for their protection and assistance both in areas of armed conflict and in countries of asylum;

(c) To increase the percentage of female staff in the field, who would be able to provide assistance and protection appropriate to the specific needs of refugee women and children.

Strategy

118. Staff dealing with human rights violations or with monitoring the Geneva Conventions will be provided with gender training in order to become aware of and report on specific violations committed against women.

119. Data disaggregated by gender and by age will be included in the collection of refugee statistics, in order to represent the refugee population accurately. Specific programmes will be developed aimed at raising uprooted women's awareness of their legal rights and responsibilities.

120. There is evidence that violence against women increases in times of social unrest and armed conflict. Support programmes will be developed to prevent and combat this discriminatory practice towards women.

121. High priority will be given to preserving the life and physical well-being of refugee and displaced children, particularly against physical violence, sexual abuse and recruitment into the armed forces and armed groups. Staff members working with refugees will receive gender-specific training to raise awareness of the situation of refugee and displaced women and to provide them with the skills for planning appropriate protection and assistance activities. Gender-sensitive staff, women in particular, will be recruited and advanced to management and field positions in order to provide appropriate assistance and protection to refugee and displaced women.

122. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCWA), UNHCR, UNRWA, UNICEF, UNDP, WFP and WHO.

PROGRAMME 5. DECISION-MAKING

123. This programme is designed to implement the Nairobi Forward-looking Strategies for the Advancement of Women d/ in relation to the participation of women in decision-making processes at the national, regional and global levels. It focuses on the main channels of decision-making, such as Governments, legislative bodies, key managerial positions and international organizations, and the participation of women in groups, associations, cooperatives, trade unions and other non-governmental organizations that constitute the basic forms of their organized political participation at the local and national levels. It also includes the building of partnerships between various actors, such as the public and the private sector, academia and non-governmental organizations. The

kind of partnership envisaged is more than horizontal, it also takes account of roles and qualitative aspects and requires participatory democracy.

124. Women continue to be generally underrepresented in key areas of national, regional and international decision-making. Without the full participation and contribution of women in decision-making, true democracy cannot be achieved in all spheres of life. The low number of women in positions at the decision-making level, whether related to peace, international cooperation and environment or to other matters of public concern, results in their interests not being represented at that level.

125. The basic principle of full participation by women in all spheres of life includes their participation in politics. There is a close reciprocal relationship between the general advancement of women and their full participation in decision-making at all levels.

Subprogramme 5.1. Partnership in decision-making and governance at all levels

Intergovernmental objectives

126. The intergovernmental objectives for subprogramme 5.1 are:

(a) To achieve equity in the appointment, election and promotion of women to high-level posts in all executive decision-making bodies in political, economic and cultural life, as well as on advisory boards and councils, including those with managerial responsibility, in the executive, legislative and judiciary branches of government and in political parties;

(b) To set concrete targets or quotas for the number of women in bodies whose composition is the responsibility of the Government, in particular with regard to their delegations to international political and economic meetings;

(c) To increase the percentage of women in senior management positions in the economic sphere, particularly in industry, trade and finance, both at the institutional level and within the business community.

Objectives of the United Nations system of organizations

127. The objectives of the United Nations system are:

(a) To establish regular monitoring of the extent and level of women's participation in decision-making in the public sector at the national and international levels and of the provision of and access to the means that will enable women effectively to assume responsibilities in decision-making processes;

(b) To implement a research programme on the impact of increased numbers of women on the nature of the decision-making processes;

(c) To assist in and promote the organization of rural women into groups, lobbies and farmers' federations, in order to enhance their participation in the decision-making and democratization processes;

(d) To encourage rural development planners to adopt participatory methodologies, as a means of giving women a voice in decision-making, and to ensure that rural decision-making and popular participation processes include women in an equitable manner.

Strategy

128. The gap between de jure and de facto equality continues to exist, particularly in the area of decision-making and at the higher level. The introduction of quotas or targets is considered an efficient way of closing the gap and will be evaluated where it has led to results.

129. Periodic monitoring reports will continue to be prepared globally and regionally to demonstrate progress at the national and international levels. The monitoring will cover both national public administration and international organizations. Conceptual work will also begin to extend this type of monitoring to the private and non-profit-making sectors. Workshops will be organized to provide women with the skills necessary to obtain managerial positions, and cooperation will be promoted between developing countries in this area.

130. There is evidence that women would give a different perspective to issues as diverse as disarmament and the environment. Further research will be undertaken on the difference that women would make if they were in leading positions.

131. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Office of Human Resources Management, Division for the Advancement of Women, ESCAP, ESCWA), UNCTAD, UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

Subprogramme 5.2. Participation in management at all levels, including natural resource management

Intergovernmental objectives

132. The intergovernmental objectives for subprogramme 5.2 are:

(a) To increase the number of women decision makers, planners, technical advisers, managers and extension workers in the environmental and development fields;

(b) To increase the participation of women in national ecosystem management and the control of environmental degradation;

(c) To increase the number of women throughout the United Nations system, particularly at the senior policy level and in decision-making posts and to attain the targets set by the General Assembly for the recruitment and promotion of women.

Objectives of the United Nations system of organizations

133. The objectives of the United Nations system are:

(a) To update and disseminate, on a regular basis, information on the composition of high-level decision-making bodies at the national, regional and international levels, disaggregated by sex;

(b) To provide training for women in political skill-building, media relations and the generation of resources;

(c) To implement a training programme on a system-wide basis on management for women, including all areas of management.

Strategy

134. The United Nations system will undertake further research on the participation of women in decision-making in public life, highlighting the continuing obstacles to such participation, the positive effects of increased participation by women and the mechanisms for achieving such increased participation. It will assist the national machinery for the advancement of women in developing similar information at the central, regional and local levels and will promote the exchange of experiences between the national machinery in different countries.

135. The organizations of the United Nations system will cooperate in increasing the proportion of women recruited by the system at the professional and managerial levels and the proportion promoted to higher-level posts to meet the targets fixed by the General Assembly.

136. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Office of Human Resources Management, Division for the Advancement of Women, ESCAP, ESCWA, UNEP), UNDP, UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

Subprogramme 5.3. Participation in groups, associations, cooperatives, trade unions and other non-governmental organizations

Intergovernmental objectives

137. The intergovernmental objectives for subprogramme 5.3 are:

(a) To encourage political parties, trade unions and non-governmental organizations to achieve the target set by the United Nations for the proportion of women holding elected posts or decision-making positions;

(b) To provide new forms of technical and financial support for the activities of groups, associations, cooperatives, trade unions and other non-governmental organizations defending women's interests and rights;

(c) To compile a roster on women in leadership.

Objectives of the United Nations system of organizations

138. The objectives of the United Nations system are:

(a) To encourage women's organizations to increase their participation in civic and political education, among other things by forming groups to lobby actively for their interests, and to compile a roster of women candidates with relevant qualifications;

(b) To promote gender training for all types of groups and organizations in all countries that request it, in order to make their members aware of the needs and potential of female members.

Strategy

139. The capacity of non-governmental organizations at all levels to reach women and women's groups will receive greater recognition and support. Non-governmental organizations will be encouraged to organize regular training programmes that are designed to improve the status of women and to increase their opportunities for employment and self-employment and improve their performance at all levels, especially in managerial positions. Self-employed women, especially young women, will be helped to organize cooperatives and participate in training programmes to improve their skills in production, marketing and management techniques. Specific efforts will be taken to formulate and implement programmes for providing women's organizations, cooperatives, trade unions and professional associations with financial assistance, including access to credit, and to training and extension services.

140. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ESCWA), UNFPA, UNIFEM, the International Research and Training Institute for the Advancement of Women, the ILO and ITC.

PROGRAMME 6. IMPROVING THE MEANS OF INTERNATIONAL ACTION

141. The implementation of the Nairobi Forward-looking Strategies for the Advancement of Women d/ at the international level involves the use of a number of means of action, ranging from the collection, analysis and dissemination of information on women to technical cooperation. Progress has been made in improving ways and means of international action. This is, however, an ongoing process, requiring continuing attention. While these means appear throughout the system-wide medium-term plan, they are treated here in a separate programme, whose purpose is to improve their functioning. This programme is designed to develop statistics and indicators on women and gender; to improve public information and information networks in this field; to improve the quality of research and policy analysis on women and gender, the effectiveness of their results and the dissemination of educational materials in this area; and to improve the procedures for designing and implementing technical cooperation.

142. Information generated through the combined efforts of the United Nations system needs to be organized and disseminated to target audiences of decision makers, specialists, non-governmental organizations and the general public. This programme is therefore linked to all the subprogrammes in the system-wide plan.

143. In order to promote research on all aspects of the advancement of women, existing methods will be examined and those most appropriate will continue to be developed. A particular dimension that is being given continuing attention is the development of policy analysis instruments. These methodologies and the results of research will be disseminated and brought to the attention of educational institutions, policy-oriented organizations and non-governmental organizations.

Subprogramme 6.1. Development of statistics and indicators

Intergovernmental objectives

144. The intergovernmental objective for subprogramme 6.1 is:

To obtain reliable, comprehensive and unbiased statistics and indicators on the situation of women and their contribution to economic and social development, as well as on the inequities between men and women and the effects of discriminatory laws and practices on the role of women in society, for use in policy-making, planning and research.

Objectives of the United Nations system of organizations

145. The objectives of the United Nations system are:

(a) To develop improved and more appropriate statistical concepts and methods;

(b) To ensure the timely, reliable, consistent and coordinated collection, compilation and dissemination of global, regional and national statistics, disaggregated by sex, in all fields of importance to women, including employment

and wages, health, the informal sector, agricultural production, income, and access to resources and services;

(c) To promote and assist in the national collection and dissemination of statistics and indicators on the situation of women;

(d) To integrate the value of unpaid work, including the work that is currently designated "domestic", into resource accounting mechanisms in order to represent more accurately the value of the contribution made by women to the economy.

Strategy

146. Considerable progress has been made in improving and coordinating statistics and indicators on the situation of women. Efforts will continue to be made to improve concepts and methods, to establish more effective systems of collecting data, disaggregated by sex, in all relevant fields, to provide adequate data-processing facilities and training, to widen the dissemination and use of the substantial data already available, and to promote dialogue between users and producers of data on needs, priorities and applications. Specific objectives include making statistics, disaggregated by sex, on income, employment, wages, industry and agriculture generally available. Other priorities are the development of integrated statistics on rural income, production and access to resources and services, disaggregated by sex, based on household and agricultural surveys, and the review of statistical definitions, such as those used for the labour force, national accounts and other economic statistics, to ensure that women are given appropriate treatment.

147. In order to avoid duplication and to ensure consistency in the statistics, this work will be carried out within the conceptual and organizational frameworks established by the United Nations system, including the framework for the integration of social, demographic and related statistics, the System of National Accounts and the System of Balances of the National Economy (see, for example, the World Programme of Industrial Statistics, the 1990 World Population and Housing Census Programme, the National Household Survey Capability Programme, the indicators for monitoring the implementation of the Programme of Action of the World Conference on Agrarian Reform and Rural Development, and Indicators for Monitoring Progress towards Health for All by the Year 2000). This work will take into account the work of the International Research and Training Institute for the Advancement of Women and will be periodically reviewed by the Statistical Commission of the United Nations Secretariat. World's Women, 1970-1990: Trends and Statistics, e/ representing a collaborative effort by many United Nations bodies concerned with promoting women's equality and participation in development, will be updated. In order to consider the value of unpaid work, including so-called "domestic work", the guidelines of the United Nations System of National Accounts will be used and updated.

148. Data collection on topics for which data are currently seriously deficient will be improved. High-priority topics include the structure and dynamics of the family, women's, men's and children's diverse economic, domestic and resource management roles and the use of time to carry out these roles, men's attitudes and behaviour regarding reproduction and other topics for which data

are currently obtained mainly from women, child-care arrangements, unplanned pregnancy and abortion, sexual abuse, as well as domestic and other forms of violence and various aspects of reproductive health, including the incidence of sexually transmitted diseases. Both large-scale surveys and more qualitative approaches are valuable approaches for improving information in these areas.

149. Technical cooperation will be carried out with various countries for the collection and dissemination of unbiased statistics and indicators on the situation of women and their participation in development, using household surveys, population, housing, agricultural and industrial censuses, national accounts and data on the informal sector. Technical support will be provided to countries for the training of users and producers of statistics and indicators on women, for reviewing existing data collection concepts and methods and for improving basic data-collection programmes, and for training women as demographers and statisticians, especially in economic statistics.

150. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ECE, ESCAP, ECLAC, ESCWA), UNDP, UNFPA, UNICEF, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO and ITC.

Subprogramme 6.2. Dissemination of information

Intergovernmental objectives

151. The intergovernmental objectives for subprogramme 6.2 are:

(a) To establish and strengthen networks for the exchange of information on women among Governments, intergovernmental and non-governmental organizations, researchers and activists, and to promote more effective communication and cooperation between them;

(b) To support national campaigns to increase public awareness of gender roles and of the need for equality between women and men and for the elimination of discriminatory practices.

Objectives of the United Nations system of organizations

152. The objectives of the United Nations system are:

(a) To increase the production and flow of information materials on women, such as Women 2000, and to produce information materials, such as newsletters and bulletins, on selected priority issues and disseminate them through existing specialized or sectoral networks at the global and regional levels, including electronic information networks;

(b) To strengthen existing networks and information dissemination systems, to increase the number of users of Women's Information System (WIS) and to promote its adoption and management and the sharing of information.

Strategy

153. In addition to updating the directory of national focal points for women and the directory of focal points for women within the United Nations system, directories will be prepared on focal points in both intergovernmental and international non-governmental organizations. Efforts will be made, particularly at the regional level, to assist national focal points in developing their information centres by providing advisory services and training.

154. Electronic information networks will be established in different regions. WIS, a computerized bibliographical database and software application, will be extended to collect, classify, store and retrieve information. Specifically targeted efforts will be made to increase the numbers of users of the WIS application in all regions of the world.

155. A concerted effort will be made, within each organization and, system-wide, through the Joint United Nations Information Committee (JUNIC), to ensure that substantive research, results of policy discussions at the intergovernmental level, national experiences and the results of technical cooperation reach public information specialists in the various organizations. Information bulletins and newsletters will be published and distributed worldwide, and non-governmental organizations and other organizations, including those in the United Nations system, will be encouraged to exchange their information materials. To improve dissemination, efforts will be made to make better use of the United Nations information centres and the networks maintained by public information programmes of the specialized agencies, and to increase contacts with the media at the national and regional levels.

156. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (DPI, Division for the Advancement of Women, ESCAP, ECLAC, ESCWA), the International Research and Training Institute for the Advancement of Women, the ILO, FAO, UNESCO and ITC.

Subprogramme 6.3. Research, policy analysis and dissemination

Intergovernmental objectives

157. The intergovernmental objectives for subprogramme 6.3 are:

(a) To apply innovative methods of research and analysis to emerging women's issues as a basis for developing policies and programmes at the national, regional and interregional levels to promote the advancement of women and greater equity between men and women;

(b) To disseminate widely, in the media, research and technical findings on women and development for use in policy-making and to encourage the participation of women and women's organizations in the collection and dissemination of this information.

Objectives of the United Nations system of organizations

158. The objectives of the United Nations system are:

(a) To strengthen the capacity of the United Nations system, including that of the regional commissions, to carry out research and analysis on women's issues, in particular on women's role in economic development;

(b) To develop methods for cross-sectoral and multidisciplinary research on women's status in the development process;

(c) To promote innovative research and analysis and disseminate research findings regarding women's changing roles and status and linkages between changes in women's status and economic, demographic and environmental trends.

Strategy

159. Guidelines will be prepared on approaches to integrating women's issues into economic research and policy analysis. Methodology will be developed at the regional level for analysing changes in the situation of women in each region. Research on women's issues will be highlighted in work programmes and programme budgets.

160. Priority topics for research in areas of population and health that have a particular relevance for women include relationships between women's changing roles and status and changing patterns of fertility, mortality, and migration. Of particular interest are: the relationships between women's changing status and trends in the number and timing of births and in child survival and health; sex differences in mortality and health status at all ages, and the causes contributing to those differences; reproductive health in general; adolescent pregnancy and marriage, unsafe abortion and unplanned pregnancies; contraceptive use; evaluation of family planning services and quality of care, with an emphasis on the user's perspective; trends in infant feeding practices and their relationship to child health; changing family systems; men's, women's and children's diverse roles, including time use and economic returns on labour, access to and control over resources, household decision-making and associated norms, laws, values and beliefs, particularly as these affect women's contributions to sustainable development.

161. As far as possible, research within the United Nations system will deal with these topics, and efforts will be made to stimulate research and policy analysis in these areas through meetings of experts. Research findings will be disseminated through publications, and through measures identified under subprogramme 6.2.

162. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Department of Public Information, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, ILO, UNESCO and ITC.

Subprogramme 6.4. Technical cooperation, training and advisory services

Intergovernmental objectives

163. The intergovernmental objectives for subprogramme 6.4 are:

(a) To increase the amount of technical cooperation available to benefit women;

(b) To develop a new approach to technical cooperation that will break the cycle of dependency, emphasize local needs, use local materials and resources as well as local creativity and expertise, and fully integrate women as agents and beneficiaries into all technical cooperation activities;

(c) To develop specific guidelines or project procedures relating to women in development interlinked with other aims for the period up to the year 2000;

(d) To institutionalize responsibility and accountability for the implementation of policies concerning women within organizations;

(e) To integrate women into mainstream trade activities, to include components on women in integrated trade development programmes and, wherever appropriate, to develop programmes and promotional projects specifically targeting women;

(f) To increase women's access to trade-related human resource development;

(g) To increase the percentage of women in senior management positions in the trade and finance sectors both at the institutional level and within the business community.

Objectives of the United Nations system of organizations

164. The objectives of the United Nations system are:

(a) To complete a set of guidelines on how to incorporate women's concerns in technical cooperation on the basis of new concepts designed to break the cycle of dependency; to increase the amount of technical cooperation available to benefit women, in direct consultation with the intended beneficiaries; and to organize continuing technical work in order to provide concrete examples showing how women's concerns can be integrated into various technical cooperation activities, as a guide, particularly, for those involved in project identification and design;

(b) To incorporate in the procedures of all organizations of the United Nations system a requirement that the intended and potential impact of technical cooperation on women be identified, so that consideration of this factor may become an integral part of the appraisal, monitoring and evaluation process;

(c) To complete at least one round of staff training in technical cooperation and women and development, in all organizations of the system, for

those who are most directly concerned with project identification and monitoring, including staff at the field level;

(d) To increase women's access to trade-related human resource development, and to promote the training of trainers and agencies so that they can deal with the problems of women in export businesses;

(e) To improve the statistical base for reporting on women's involvement in operational activities; in this connection, to make a useful distinction between project activities aimed directly at women as a target group and other project activities that have potential implications for women or could be oriented in such a way that they benefit women to the greatest possible extent.

Strategy

165. Organizations of the United Nations system, as well as Governments and non-governmental organizations, have accumulated a great deal of experience in the designing of technical cooperation activities both to benefit women and to involve them as participants, and some organizations of the system have drawn up guidelines for this purpose. During the period covered by the plan, a system-wide effort will be made to draw on this experience in formulating a set of guidelines for Governments and organizations to use when setting up projects or institutions designed to benefit women. This exercise will involve the collation of experiences and technical discussion by specialists in an inter-agency setting. The guidelines will be disseminated to international organizations and Governments for possible use in national programmes. In addition, existing rosters of qualified women experts will be expanded and exchanged, and new rosters drawn up where necessary.

166. The practice of identifying the impact of projects on specific population groups has been increasing in operational agencies. Assessing the impact on women, however, is not yet part of routine project appraisal, monitoring and evaluation procedures. A methodology must be developed to permit the potential effect on women to be easily identified, and project document formats and instructions may need to be modified.

167. The technical cooperation process has always been conceived of as a vehicle for learning as well as for providing services. Learning from experience will be promoted by making, as determined by the respective intergovernmental bodies of the organizations, in-depth evaluations of a representative sample of projects that have clearly identified the intended impact on women, both as participants and as beneficiaries. The results of these evaluations will be synthesized and published.

168. A number of organizations have already conducted training activities to make technical cooperation staff sensitive to the centrality of women in development and to its implications for technical cooperation. During the period covered by the plan, such training will be extended to all operational agencies, through the exchange of information and training materials and the organization of joint training activities.

169. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and

Sustainable Development, ECLAC, ECA), UNDP, UNIFEM, the International Research and Training Institute for the Advancement of Women, ILO, UNESCO, FAO, WHO, UNIDO and ITC.

PROGRAMME 7. ROLE OF WOMEN IN SUSTAINABLE DEVELOPMENT

170. Programme 7 deals with the role women play in development. Development includes the full range of human development (see programme 3). Sustainable development goes further: it is development based on the rational management of natural resources, which preserves and enhances the life-supporting systems of the planet so as to meet the needs of present generations without endangering the future. Sustainable development is a dynamic process, in which women should be fully involved. Women's knowledge as environmental managers gives them an important role to play in alleviating the underlying causes of the degradation of the environment. Women are not passive actors in the development process but are economic agents, whose contribution could be enhanced by more sensitive development programmes and projects.

171. In the early 1970s, the women-in-development approach emerged as a conceptual and programmatic priority in response to growing evidence that economic and social development efforts did not adequately affect women. As pointed out at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi from 15 to 26 July 1985, the advancement of women is not possible without development, and development itself is impossible without the advancement of women. They can only fully participate in development, once their human rights are fully recognized, their human potential is developed and they are empowered. Recently, the focus has shifted to the gender dimension, which goes beyond sex differences. So-called women's issues are not of interest to women alone, but are linked to macro-processes and micro-processes in the State and the economy. Women have a triple role in reproduction, production and community management.

172. In times of economic crisis, women are adversely affected. There has been a reduction in economic development and the policies adopted to adjust this have led to a serious reduction in public expenditure on education, health and housing. The growing number of women living in extreme poverty reflects the underlying structural problems faced by women in the midst of economic change.

173. The national machinery for the advancement of women is an essential mechanism in the promotion of women's role in development, and in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women d/ and the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180).

174. Women play a critical role in achieving sustainable development, a role that is highlighted throughout Agenda 21, adopted by the United Nations Conference on Environment and Development (see subparagraph 6 (g) above). Women's full participation in environmental management is essential for achieving sustainable development and growth. Their role is particularly evident in the areas of energy, water, waste and technology. As consumers, women have the power to determine the future of energy systems. Furthermore,

conservation of energy starts in the home. Women are also the primary users of water and can significantly contribute to the safe management of wastes and to the development of environmentally sound technologies.

175. A successful coordination of a system-wide approach to women in development is necessary in order to increase knowledge about women's existing active inclusion in the development process and to empower women as agents of development.

Subprogramme 7.1. Analysis of the interrelationship of factors affecting women and development

Intergovernmental objectives

176. The intergovernmental objectives for subprogramme 7.1 are:

(a) To formulate national plans, programmes and projects while taking into account the gender dimension, practical and strategic gender needs, emerging global trends, such as the effects of economic and political macro-processes and micro-processes on women;

(b) To involve women's organizations in a participatory way in strategic planning.

Objectives of the United Nations system of organizations

177. The objectives of the United Nations system are:

(a) To complete an analysis of the gender dimension of global economic and political restructuring and of emerging international environmental problems, at the global and regional levels;

(b) To develop policy guidelines that are compatible with the active participatory role of the national machinery for the advancement of women.

Strategy

178. The United Nations system will assist Governments, on their request, in formulating national development plans that take into account the gender dimension from the very beginning and no longer merely incorporate women in the plan as one specific target group. Practical and strategic gender needs, as defined by researchers, will be incorporated, starting with sectoral interventions. Quantitative and qualitative national targets (including timetables) should be established that are appropriate to each national situation in the public and private sector. The effects that emerging economic, political and social macro-processes and micro-processes have on women in their triple role in production, reproduction and community management will be investigated. The existence of a gender bias in the organization of international trade, market economy and social policy will be evaluated.

179. Women researchers, non-governmental organizations and women's grass-root organizations will be actively involved in the process of setting their own

agenda. The recognition that women and men have different needs and that there is no gender neutrality in any field of economy or social policy will promote discussion on the need to reorganize society at large (see also programmes 2 and 5). Comparative research on the effects of development strategies on women and on gender relations will be undertaken and the possibility of gender-aware alternative development strategies will be investigated. Women's triple role will be investigated.

180. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, UNU, the International Research and Training Institute for the Advancement of Women and FAO.

Subprogramme 7.2. Monitoring and review and appraisal of basic policy guidelines and national experience

Intergovernmental objectives

181. The intergovernmental objectives for subprogramme 7.2 are:

(a) To include personnel concerned with the advancement of women in all policy and planning and programming activities and to give them adequate training in monitoring and evaluation;

(b) To increase consultation and coordination among donor agencies and recipients, within and outside the Government, concerning the advancement of women;

(c) To develop human resources and provide material resources to ensure the full participation of women in the design, implementation and evaluation of multisectoral development policies, strategies and programmes;

(d) To make policy and programme recommendations on strategies, planning and resource allocation on the basis of the review and appraisal.

Objectives of the United Nations system of organizations

182. The objectives of the United Nations system are:

(a) To encourage and increase coordination among agencies of "women-in-development" programmes at the national, regional and international levels in order to avoid unnecessary duplication and overlap and to increase the impact of programmes;

(b) To monitor women's contributions to development and acknowledge their potential in the implementation of the International Development Strategy for the Fourth United Nations Development Decade (General Assembly resolution 45/199, annex).

Strategy

183. Monitoring and review and appraisal are valuable instruments in controlling the progress achieved and evaluating results and deficiencies. The accountability of Governments for the effectiveness of "women-in-development" programmes includes the need to ensure that adequate funding and resources are provided to such programmes and that qualified personnel are included in all policies and planning and programming priorities. Guidelines will be elaborated for the efficient monitoring of progress achieved at the national level.

184. The methods and procedures for collecting information on the status of women and on activities of the United Nations system for women in development will be streamlined. National and regional experiences, particularly as regards experiences with the national machinery for the advancement of women, will be monitored. Regular reports will be submitted to the Commission on the Status of Women and to national and regional forums. Attention will focus on the monitoring of gender approaches in other relevant development strategies, such as the International Development Strategy for the Fourth United Nations Development Decade (General Assembly resolution 45/199, annex), the Programme of Action for the Least Developed Countries for the 1990s, f/ the United Nations New Agenda for the Development of Africa in the 1990s (General Assembly resolution 46/151, annex, sect. II) and similar long-term planning documents.

185. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNIFEM, UNU and the International Research and Training Institute for the Advancement of Women.

Subprogramme 7.3. Strengthening national machineries and mechanisms for planning and policy-making

Intergovernmental objectives

186. The intergovernmental objectives for subprogramme 7.3 are:

(a) To establish, if none exists, a national machinery for the advancement of women, in consultation with women's associations, to extend it to various sectors of the society, and to decentralize it at the community level;

(b) To provide adequate and secure political, financial, technical and human resources including access to the highest levels within the Government, to enable the national machinery to function effectively and to undertake regular evaluation in order to monitor its functioning;

(c) To ensure appropriate training for the staff of the national machinery and to encourage the inclusion in management training courses of gender-analysis training.

Objectives of the United Nations system of organizations

187. The objectives of the United Nations system are:

(a) To provide technical assistance to countries to help them establish or strengthen their national machinery;

(b) To provide assistance to all Governments, at their request, in establishing high-level units in planning ministries whose task would be to integrate women into national planning and programming.

Strategy

188. A thorough up-to-date review and analysis of country experience in establishing and maintaining effective institutional arrangements and mechanisms at the national and local levels will be carried out to promote de facto equality of women and their full participation in political, economic and social development. Guidelines on the establishment and maintenance of national machineries and mechanisms to promote the full integration of women into development will be prepared and disseminated. In cooperation with the regional commissions, the United Nations Secretariat will annually update and distribute the Directory of National Machinery for the Advancement of Women. It will promote an exchange of information through documentation and by supporting regional and subregional meetings.

189. The national machineries of different countries will be encouraged to exchange information, bilaterally or multilaterally, on issues of common interest, including information on innovative policies, programmes and research. The involvement of women's grass-root organizations and non-governmental organizations in the national machinery is contributing to a successful transmission of information to all women.

190. Staff working in national machinery and women-in-development offices, whether in national or multinational agencies or non-governmental organizations, will be trained to understand existing policies and economic trends.

191. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Division for the Advancement of Women, ESCAP, ECLAC, ECA, ESCWA), UNDP, UNFPA, UNIFEM and the International Research and Training Institute for the Advancement of Women.

Subprogramme 7.4. Coordinating a system-wide approach to women in sustainable development

Intergovernmental objectives

192. The intergovernmental objectives for subprogramme 7.4 are:

(a) To provide guidance for the coordination of system-wide approaches to women and sustainable development;

(b) To review the effectiveness of coordination, particularly in implementing the system-wide plan and in the 1999 edition of World Survey on the Role of Women in Development.

Objectives of the United Nations system of organizations

193. The objectives of the United Nations system are:

(a) To improve coordination among international development assistance organizations in programmes dealing with the environment, the advancement of women and development policies, in particular in view of Agenda 21, set by the United Nations Conference on Environment and Development;

(b) To complete the monitoring of the implementation of the system-wide medium-term plan for the period 1996-2001;

(c) To incorporate women into new international development and environment strategies;

(d) To strengthen the work of the Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and the International Research and Training Institute for the Advancement of Women.

Strategy

194. Regular inter-agency meetings will continue to be held, under the auspices of the Administrative Committee on Coordination, in conjunction with sessions of the Commission on the Status of Women. These meetings will, inter alia, review the activities relating to women and development of other subsidiary bodies of the Administrative Committee on Coordination, such as the Subcommittee on Nutrition, the Task Force on Rural Development, the Task Force on Science and Technology for Development, the Intersecretariat Group for Water Resources and the Inter-Agency Group on New and Renewable Sources of Energy.

195. The implementation of Agenda 21, in particular chapter 24, "Global action for women towards sustainable and equitable development" g/ will be monitored. The implementation of the system-wide plan will be regularly monitored, and reports will be submitted to the Commission on the Status of Women as part of the overall monitoring of the Nairobi Forward-looking Strategies.

196. The organizations primarily responsible for implementing this subprogramme are the United Nations Secretariat (Department for Policy Coordination and Sustainable Development, Department of Public Information, Division for the Advancement of Women, ECE, ESCAP, ECLAC, ESCWA, United Nations Centre for Human Settlements (Habitat), UNEP), UNCTAD, UNDP, FAO and ITC.

Notes

a/ United Nations Development Programme, Human Development Report 1991 (New York, Oxford University Press, 1991), chap. I, p. 13.

b/ United Nations, Treaty Series, vol. 75, Nos. 970-973.

c/ See International Committee of the Red Cross, Protocols additional to the Geneva Conventions of 12 August 1949 (Geneva, 1977).

d/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

e/ United Nations publication, Sales No. E.90.XVII.3.

f/ See report of the Second United Nations Conference on the Least Developed Countries, Paris, 3-14 September 1990 (A/CONF.147/18).

g/ See Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.93.I.8).